

To: Coomber, Robert[coomber.robert@epa.gov]
From: Vizian, Donna
Sent: Tue 7/11/2017 4:48:24 PM
Subject: Re: Revised VERA/VSIP Schedule!!!!!!!!!!

Got a question about mailing a hard copy to someone who is not in the office and not on email is that ok?

On Jul 11, 2017, at 9:40 AM, Coomber, Robert <coomber.robert@epa.gov> wrote:

I've been emailing with Cheryl. We are required to tell the unions before or at the same time as we tell employees. Otherwise we are arguably "direct dealing" with employees and "bypassing" the unions, which could be unfair labor practices.

Robert D. Coomber

Senior Labor Attorney

Labor and Employee Relations Division

Desk Phone: (202) 564-0955

Cell Phone: **Ex. 6 - Personal Privacy**

coomber.robert@epa.gov

From: Vizian, Donna
Sent: Tuesday, July 11, 2017 9:39 AM
To: Coomber, Robert <coomber.robert@epa.gov>
Subject: Re: Revised VERA/VSIP Schedule!!!!!!!!!!

So there is a concern out there that the unions have the list and employees don't know yet. I would assume there is nothing we can do about that

On Jul 11, 2017, at 9:03 AM, Coomber, Robert <coomber.robert@epa.gov> wrote:

Yes, I did, and yes, I will share.

Robert D. Coomber

Senior Labor Attorney

Labor and Employee Relations Division

Desk Phone: (202) 564-0955

Cell Phone: (202) 236-4965

coomber.robert@epa.gov

From: Vizian, Donna
Sent: Tuesday, July 11, 2017 8:41 AM
To: Coomber, Robert <coomber.robert@epa.gov>
Subject: FW: Revised VERA/VSIP Schedule!!!!!!!!!!

Bb, can you share with the LER community what you sent to the Unions? Did they get the list of positions?

From: Newton, Cheryl
Sent: Tuesday, July 11, 2017 8:39 AM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: RE: Revised VERA/VSIP Schedule!!!!!!!!!!

Thanks Donna – Can you tell us what was shared with the Union? For example, is the Agency's package now posted on-line somewhere? I tried searching but couldn't find anything. I'm sure our Union president will want to see our package/list of positions, and I am a bit uncomfortable he would have the list (some of which will clearly be unique positions and thus people) ahead of the actual emails to the employees.

Hope all is well otherwise and you are finding time to enjoy the summer; can't believe the days are already getting shorter☺

From: Vizian, Donna

Sent: Monday, July 10, 2017 5:02 PM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>;
2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA
<ARA@epa.gov>
Subject: FW: Revised VERA/VSIP Schedule!!!!!!!!!!
Importance: High

Hi Everyone, we needed to move the notification date by a day to accommodate union negotiations. Please see below. thanks

From: Hunt, Loretta
Sent: Monday, July 10, 2017 5:58 PM
To: RHRO <RHRO@epa.gov>; OHR PMOs <OHR_PMOs@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John
<Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley
<Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary
<parker.gary@epa.gov>; Coomber, Robert <coomber.robert@epa.gov>
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Importance: High

HR Community,

The agency has received approval for VERA and VSIP. However, we have to shift the dates as follows:

Notify unions of approval	✓• 7/10/17
Agreement with unions	7/12/17
AAs/RAs send general notification and notice to employees in targeted positions	
	7/13/17
VERA/VSIP Application Window Open	7/13/17-7/26/17

As you can see, the V/V window will now open 7/13/17 and the notices (general and targeted) should be sent the morning of 7/13/17.

The updated schedule is attached. If you have any questions, please contact me or:

- [redacted] Debbi Hart at hart.debbi@epa.gov or (202) 564-2011

- [redacted] Marvin Schulman at schulman.marvin@epa.gov or (202) 564-7778

Thanks.

Loretta L. Hunt

Branch Chief

Policy and Accountability Branch

Policy, Planning and Training Division

Office of Human Resources

U.S. EPA

Phone: (202) 564-6963

Email: hunt.loretta@epa.gov

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 7/11/2017 1:46:43 PM
To: Newton, Cheryl [Newton.Cheryl@epa.gov]
Subject: Re: Revised VERA/VSIP Schedule!!!!!!!!!!

I understand you have been communicating with Bob. I am off to OPM.

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

On Jul 11, 2017, at 8:39 AM, Newton, Cheryl <Newton.Cheryl@epa.gov> wrote:

Thanks Donna – Can you tell us what was shared with the Union? For example, is the Agency’s package now posted on-line somewhere? I tried searching but couldn’t find anything. I’m sure our Union president will want to see our package/lust of positions, and I am a bit uncomfortable he would have the list (some of which will clearly be unique positions and thus people) ahead of the actual emails to the employees.

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- <!--[if !supportLists]--><!--[endif]-->Debbi Hart at hart.debbi@epa.gov or (202) 564-2011
- <!--[if !supportLists]--><!--[endif]-->Marvin Schulman at schulman.marvin@epa.gov or (202) 564-7778

Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

To: Coomber, Robert[coomber.robert@epa.gov]
From: Vizian, Donna
Sent: Tue 7/11/2017 1:38:34 PM
Subject: Re: Revised VERA/VSIP Schedule!!!!!!!!!!

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Ex. 6 - Personal Privacy

coomber.robert@epa.gov

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Thanks.

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Branch Chief

Policy and Accountability Branch

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Email: hunt.loretta@epa.gov

Message

From: Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]
Sent: 7/11/2017 12:40:48 PM
To: Coomber, Robert [coomber.robert@epa.gov]
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Thanks.

Loretta L. Hunt
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Policy and Accountability Branch
Policy, Planning and Training Division
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Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Vizian, Donna [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=CB2401BF8D4F441DBF27F21E122BE2C5-VIZIAN, DONNA]
Sent: 7/12/2017 4:44:31 PM
To: Rodrigues, Cecil [rodrigues.cecil@epa.gov]
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Thank you

From: Rodrigues, Cecil
Sent: Wednesday, July 12, 2017 12:42 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: RE: URGENT: Latest Information on VERA/VSIP Notifications,

Message sent to all employees.

From: Vizian, Donna
Sent: Wednesday, July 12, 2017 11:51 AM
To: 2017HQfirstassistants <2017HQfirstassistants@epa.gov>; 2017Regionfirstassistants <2017Regionfirstassistants@epa.gov>
Cc: DAA-Career <DAACareer@epa.gov>; DRA <DRA@epa.gov>; ARA <ARA@epa.gov>
Subject: FW: URGENT: Latest Information on VERA/VSIP Notifications,
Importance: High

FYI

From: Hunt, Loretta
Sent: Wednesday, July 12, 2017 11:39 AM
To: RHRO <RHRO@epa.gov>; OHR PMOs <OHR_PMOs@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Coomber, Robert <coomber.robert@epa.gov>; Peabody, Hitch <Peabody.Hitch@epa.gov>
Subject: URGENT: Latest Information on VERA/VSIP Notifications,
Importance: High

HR Community,

1.

Ex. 5 - Deliberative Process
2.

Ex. 5 - Deliberative Process
3. The application window for VERA/VSIP is 7/13/17 through 7/26/17.
4. An updated schedule is attached.
5.

Ex. 5 - Deliberative Process

 Documents are attached
6. The agency's business case and targeted position spreadsheet approved by OPM are attached.

7.

Ex. 5 - Deliberative Process

If you have any questions or concerns, please contact me or Debbi Hart.

Thanks.

Loretta L. Hunt
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Policy, Planning and Training Division
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